Scholars which would be highly beneficial not only in the interests of the Research Scholars, and the personnel of the Archives, on the contrary this would serve the pious cause of learning as a whole in its manifold facets.

Standing Committee's views : This resolution relates to matters of administration and as such should be the concern of the respective State/ Central Government.

Proceedings : While some members expressed the opinion that this was a minor administrative matter to be settled by each State Archives with its own Government, others felt that the resolution concerned an important facility required by all research scholars. The President expressed the opinion that the resolution was un-exceptionable and if passed, would strengthen the hand of the Archivist and would carry weight with the State Governments. The resolution was then passed unanimously.

Resolution III : "Resolved that provision for a separate Research Room be made for Research Scholars in the State Archives in order to facilitate their research work as well as to improve the working condition of the personnel of the State Archives".

E. **Incentive for training in Archives-Keeping**

(5) **Resolution by Shri J. Tewari**

"Resolved that both the National Archives of India and the State Archives be requested to make provision for better emoluments in the form of advance increments, special allowance, better pay-scales, promotions, etc. to the personnel after obtaining Training in Archives-Keeping in order to give encouragement for joining the training, as well as for better performance of archival duties later on".

Explanatory Note : The National Archives of India has been doing a very commendable service to the cause of the Archives in general by imparting training in Archives-Keeping since 1947, for which there is provision for conferring Diploma, First Class and Pass, according to the performance of the trainees in the examination concerned. The full fledged syllabus is based on the model of the Archives in the progressive countries of the West. For this training both private candidates from outside as well as candidates sponsored by the State Archives are taken in. Besides, One Year Diploma Course, there is a Short Term Course also. After undergoing the arduous Training of Diploma in Archives-Keeping for one year, and leading a hard life in Delhi, the Archivists and other Officers get no encourgement in any form, whatever the brilliant result might be. The result is that on successful completion of the training, the Officers feel discouraged. It has been seen that they remain where they were. If the matter is taken on comparative basis, it becomes not only all the more abundantly clear but pitiable also for the Archivists. In all other organisations there is adequate provision for such performances. To cite a few examples, in Secondary Education, there is provision of incentive in the form of allowance, and better pay scale for Dip-in-Ed. Then again in Higher Education also, a suitable allowance is awarded for Ph.D. and the promotion of Reader and Professor, and now even the appointment of the Lecturers is defined on that score.

Now the training in the National Archives of India, New Delhi, is being organised on comprehensive lines. In order to attract good candidates from outside as well as amply experienced and qualified personnel from the State Archives, it appears quite logical to award incentive in the form of advance increments, allowances, better pay-scales, promotions, etc. This would go a long way in furtherance of the cause of Archival Development. Of course there should be demarcation between the One Year Diploma and Short term course so far awarding of incentives is concerned. The merit of those who achieve brilliant success in One Year Diploma Course should be recognised on higher pedestal, so that the future candidates might get inspiration from the due encouragement, rendered by the Government. In a nutshell, due recognition of the Diploma in Archives-Keeping and encouragement for it, appears to be essential for the cause of Archival development as well.

Standing Committee's views : This resolution relates to matters of administration and as such should be the concern of the respective State/ Central Government.

Proceedings : This resolution was discussed and the members felt that it related to matters of administration and might be outside the purview of the Commission. The resolution was then dropped with the consent of the mover.

F. **Creation of Cadre posts in the State Archives**

(6) **Resolution by Shri J. Tewari**

"Resolved that keeping in view the main tenents of Public Administration, and main ingredients of Organisational set-up of an institution, the State Governments be requested to streamline Cadre posts in the State Archives in order to give time bound promotions to the personnel working thereby way of incentive as well as to put the Archives on sound footing by providing it better organisational pattern."

Explanatory Note : From many angles the Archives is a very important organisation. It is closely interlinked with Administration, History, Culture, and all Departments. Keeping in view the arduous, highly technical as well as Administrative nature of the work, highly qualified persons are recruited, the basic qualification being Second Class M.A. in History. In the absence of the Cadre posts and avenue of promotion in the State Archives, a person, for example, once recruited as an Archivist, remains an Archivist throughout his career, however, qualified he might be. This is a unique thing quite contrary to other services which is disadvantageous both to the personnel working in the Archives, and the Archives itself. It leads to discontentment and discouragement, as he has to work on the same post throughout and that too on less scale of pay as compared to that of the equivalent nature of jobs. It is worth mentioning that in all branches of service there is provision for Cadre Posts.

On the other hand, in the absence of Cadre Posts, no organisation can function properly on sound footing due to lack of co-ordination which is the essential feature of Administrative fabric. As a result of such a lacuna, there are Administrative inconveniences as well which hamper the cause